



**ATLANTA NEIGHBORHOOD  
CHARTER SCHOOL**

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## IV. OLD BUSINESS – A. PLEDGE OF ALLEGIANCE AT ANCS UPDATE FROM BOARD CHAIR, LIA SANTOS

# Background and Context

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- At the August 21st Board Meeting, the Board Chair presented ideas on how we can grow from this incident and move forward in a collaborative and productive way.
- The ideas presented were:
  - Conduct a detailed “look back” to ensure we all work from a fact-based understanding of the decision making, communication, process, etc. related to the Pledge incident.
  - Review relevant policies to confirm they are clear and updated, as needed. Ensure these are communicated to all faculty/staff/parents/caregivers.
  - Identify future opportunities for the ANCS family to communicate and collaborate on topics of interest and discussion.
  - Partner with an external expert to develop a comprehensive communication plan for all internal and external communications.
  - Determine where and when the Pledge will be said in the future. Document policy, procedure, and identify if training is required.

# Task Force - Overview

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- The board approved the task forces and board member(s) to lead each at the September 18, 2018 board meeting.
- There will be an update from each task force at the board meetings until they are no longer needed.

Task Force	Task Force Chair	Specific project / issue to be addressed
<i>Task Forces formed as a follow-up to the August 2018 Pledge incident at the elementary campus:</i>		
Reflection Task Force	Joyce Gist Lewis	- Conduct a detailed “look back” to ensure we all work from a fact-based understanding of the decision making, communication, process, etc. related to the Pledge incident.
Communications Task Force	Sabrina Sexton	- Partner with an external expert to develop a comprehensive communication plan for all internal and external communications. - Identify future opportunities for the ANCS family to communicate and collaborate on topics of interest and discussion.
Policy Review Task Force	Kristin Frenzel	- Review relevant policies to confirm they are clear and updated, as needed. Ensure these are communicated to all faculty/staff/parents/caregivers.

# Monthly Update: Reflection Task Force

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- Reviewed proposals from three different external experts.
- Expect to hire one of these three to complete the reflection.
- To be hired and a reflection completed by the end of the calendar year.

# Monthly Update: Policy Review Task Force

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- The first meeting was held this month. In attendance: Board Chair, Lia Santos; Task Force Lead, Kristen Frenzel (“KF”); Leadership Team Member: Matt Underwood
- We developed a plan for the Policy Review.
- Highlights from the plan:
  - Scope of work: identify outdated policies, confusing or imprecise language, and identifying policies that aren’t as robust as they need to be
  - Workflow: KF organizes working groups on their subsets of the policies and sets timeline for work
  - Output: a Google edited document with input from members of the ANCS Community (faculty/staff, families, board members). Any proposed updates will go through the normal process. Going forward, the Board and Leadership Team will ensure a review annually.

# Monthly Update: Policy Review Task Force

*(Continued)*

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- Highlights from the plan *(continued)*:

- Suggested working groups:

Section
ANCS Governing By-Laws and Board Policies
Business and Operations Policies
Student & Academic Program Policies
Personnel Policies

- Next Steps

- Manual Makers is getting all policies into an editable document for ease of review
- KF to organize work groups from identified board/faculty/parents to review policies, as requested
- Each work group determine the process and timeline for their review
- Report update and progress place – at or before the next Board Meeting.

# Monthly Update: Communications Task Force

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## ■ Communications Task Force

- Hired communications expert with relevant experience and great qualifications.
- Phase I of engagement is to assess the current state.
- The first meeting was held with them this month. In attendance: Board Chair, Lia Santos; Task Force Lead, Sabrina Sexton; Leadership Team Members: Dr. Cathey Goodgame, Matt Underwood, and Lara Zelski
- Activities in process: communication expert is reviewing all e-mails, notes from listening sessions, letters, etc. related to The Pledge Incident. They will develop a “heat map” of communications to see an at-a-glance overview of the messages and messaging received.
- Next steps: Lia, Matt, and Sabrina meet with them again in the next two weeks to review the overview. Following this meeting we will determine other activities in order to develop an ongoing communications plan. We will provide another update once that meeting takes place – at or before the next Board Meeting.